		Con	nparative D	ata (Sec. 1	614.705)		
Complaint Activity			Previous F	iscal Year D	Data		
29 CFR §1614.704 (a), (b), and (c)	2016	2017	2010	2010	2020	2021 Q4	
	2016	2017	2018	2019	2020	(10/1 - 9/30)	
Number of Complaints Filed	171	197	194	159	177	106	
Number of Complainants	161	187	184	151	168	98	
Repeat Filers	11	10	9	10	14	10	

Complaints by Basis		Com	parative D	ata (Sec. 10	614.705)	
29 CFR §1614.704 (d)			Previous F	iscal Year D	Data	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Race	60	76	56	62	64	39
Color	8	7	5	6	3	1
Religion	5	5	7	3	3	2
Reprisal	70	79	90	62	85	47
Sex	52	58	52	53	41	25
Pregnancy Discrimination Act	0	0	0	0	0	1
National Origin	8	4	9	8	11	5
Equal Pay Act	1	1	1	0	0	0
Age	47	43	46	44	41	28
Disability	79	116	109	80	100	47
GINA	1	0	0	1	0	0
Non-EEO basis	0	0	0	0	0	0

Complaints by Issue	Comparative Data (Sec. 1614.705)										
29 CFR §1614.704 (e)			Previous F	scal Year D	ata						
Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)					
Appointment/Hire	2	6	6	4	8	3					
Assignment of Duties	9	11	10	16	12	4					
Awards	1	4	1	0	0	0					
Conversion to Full-time	0	0	0	0	0	0					
Disciplinary Action											
Demotion	1	0	1	4	2	1					
Reprimand	4	5	8	9	9	5					
Suspension	13	9	4	8	4	0					
Removal	2	6	9	14	9	1					
Warning	10	15	19	11	18	7					
Duty Hours	4	0	1	0	4	0					
Performance Evaluation/Appraisal	12	11	15	18	19	17					
Examination/Test	0	0	0	0	0	0					
Harassment											
Non-Sexual	80	99	111	83	100	54					
Sexual	7	5	10	2	7	3					
Medical Examination	0	0	0	0	0	0					
Pay (Including Overtime)	4	11	4	6	7	1					
Promotion/Non-Selection	42	26	26	21	31	14					
Reassignment											
Denied	1	2	2	3	0	3					
Directed	9	5	13	8	1	3					
Reasonable Accommodation Disability	42	53	41	38	44	17					
Reinstatement	0	0	0	0	0	0					
Religious Accommodation	0	0	0	1	0	0					
Retirement	2	4	3	6	4	5					
Sex-Stereotyping	0	0	0	0	0	0					
Telework	0	4	5	6	7	0					
Termination	9	12	20	8	20	15					
Terms/Conditions of Employment	4	4	6	0	4	1					
Time and Attendance	12	21	16	15	28	10					
Training	5	10	5	10	6	4					
Other*	24	43	12	0	11	8					

Processing Time	Comparative Data (Sec. 1614.705)									
29 CFR §1614.704(f)			Previous F	iscal Year D	ata					
The average length of time it has taken an agency to complete, respectively, investigation an final action for:	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)				
Complaints pending (for any length of time) during fiscal year	r									
Average number of days in investigation stage	135.0	131.0	143.0	120.9	116.1	108.4				
Average number of days in final action stage	884.1	574.3	626.5	740.7	810.1	91.9				
Complaints pending during fiscal year where hearing was req	uested									
Average number of days in investigation stage	250.0	216.2	194.4	187.6	179.2	175.4				
Average number of days in final action stage	5	7	4	6	11	6.2				
Complaints pending during fiscal year where hearing was not	requested			•						
Average number of days in investigation stage	214.2 216.0 203.7 201.9 203.5 20									
Average number of days in final action stage	143	117	129	244	305	177.6				

		Com	parative D	ata (Sec. 1	614.705)	
Complaints Dismissed by Agency			Previous F	iscal Year D	Data	
29 CFR §1614.704 (g)	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Total Complaints Dismissed by Agency	31	32	45	38	43	27
Average days pending prior to dismissal	63.97	40	46.44	63.3	30.5	46.96

		Con	nparative D	ata (Sec. 1	614.705)	
Complaints Withdrawn by Complainants			Previous F	iscal Year [Data	
29 CFR §1614.704 (h)	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)
Total Complaints Withdrawn by Complainants	24	18	14	10	13	16

Total Final Actions Finding Discrimination					Cor	mparative Data Previous Fisca	•	•				
Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	20	016	20	17	;	2018	20	019	20	20		1 Q4 - 9/30)
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	1	100%	2	100%	5	100%	2	100%	5	100%
Without Hearing	2	100%	0	0%	1	50%	2	40%	1	50%	5	100%
With Hearing	0 0% 1 100% 1 50% 3 60% 1 50% 0 0%											

Findings of Discrimination Rendered by Basis					Cor	mparative Data	(Sec. 1614	.705)				
29 CFR §1614.704 (j)(1)						Previous Fisca	l Year Data	1				
Note: Complaints can be filed alleging multiple bases.	20)16	20	17	:	2018	2019		2020		2021 Q4 (10/1 - 9/30)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2	100%	1	100%	1	100%	5	100%	2	100%	5	100%
Race	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	2	40%	1	50%	2	40%
Sex	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	50%	1	100%	1	100%	2	40%	1	50%	4	80%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis					Cor	mparative Data	•	•				
29 CFR §1614.704 (j)(2)						Previous Fisca	l Year Data	9				
Note: Complaints can be filed alleging multiple bases.	20)16	20:	17	:	2018	2019		2020		2021 Q4 (10/1 - 9/30)	
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	0	0%	1	100%	2	100%	1	100%	5	100%
Race	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	1	50%	0	0%	2	40%
Sex	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	50%	0	0%	1	100%	1	50%	1	100%	4	80%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
Note: Complaints can be filed alleging multiple bases.	20	16	20	17		2018)19	20:	2020		Q4 9/30)
The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	2	100%	1	100%	1	100%	5	100%	1	100%	0	0%
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	1	33%	1	100%	0	0%
Sex	0	0%	1	100%	0	0%	1	33%	0	0%	0	0%
Pregnancy Discrimination Act	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Equal Pay Act	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	0	0%	1	100%	0	0%	1	33%	0	0%	0	0%
GINA	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-EEO	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue						Previous Fiscal	l Year Data					
29 CFR §1614.704 (k)(1)	20	016	20	17	2	2018	20	19	202	0	2021 ((10/1 - 9	•
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0	0%	0	0%	0	0%	0	0%	2	100%	5	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action									-			
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment						•		<u>'</u>				
Non-Sexual	1	50%	0	0%	0	0%	0	0%	0	0%	1	20%
Sexual	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	1	20%	1	50%	0	0%
Reassignment					· ·			l.		l .		
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	50%	1	100%	0	0%	3	60%	1	50%	4	80%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	50%	0	0%	0	0%	1	20%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	2	40%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0		0	0%	1	100%	1	20%	0	0%	0	0%

					Con	nparative Data	(Sec. 1614.	705)				
Findings of Discrimination Rendered by Issue						Previous Fiscal	Year Data					
29 CFR §1614.704 (k)(2)	20	016	20	17	2	2018	20	19	202	0	2021 ((10/1 - 9	-
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	2	100%	0	0%	1	100%	2	100%	1	100%	5	100%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	C	0%	0	0%	0	0%	0	0%	0	0%	1	20%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment		•	•		•	•						
Non-Sexual	1	50%	0	0%	0	0%	0	0%	0	0%	1	20%
Sexual	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	C	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Reassignment									<u> </u>		<u> </u>	
Denied	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	50%	0	0%	0	0%	2	100%	1	100%	4	80%
Reinstatement	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	1	50%	0	0%	0	0%	1	50%	0	0%	0	0%
Terms/Conditions of Employment	C	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
Training	C	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	1	100%	1	50%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)											
Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Previous Fiscal Year Data											
	2016		2017		2018		2019		2020		2021 Q4 (10/1 - 9/30)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	0	0%	1	100%	0	0%	3	100%	1	100%	0	0%
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action		•	•		•		•		•		•	
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment			•	•	•	<u>.</u>	•	•	•	•	•	
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Reassignment			•					•			•	
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	1	100%	1	100%	1	33%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

	Comparative Data (Sec. 1614.705)								
Pending Complaints Filed in Previous Fiscal Years by	by Previous Fiscal Year Data								
Status29 CFR §1614.704 (I)	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)			
Total complaints from previous Fiscal Years	210	227	289	308	289	215			
Total Complainants	184	199	256	272	251	196			
Number complaints pending									
Investigation	0	0	0	1	2	1			
ROI issued, pending Complainant's action	1	1	2	2	0	1			
Hearing	152	169	200	199	177	138			
Final Action	20	14	38	56	48	31			
Appeal with EEOC Office of Federal Operations	34	43	49	50	62	44			

	Comparative Data (Sec. 1614.705)								
Complaint Investigations		Previous Fiscal Year Data							
29 CFR §1614.704 (m)	2016	2017	2018	2019	2020	2021 Q4 (10/1 - 9/30)			
Pending Complaints Where Investigations Exceeds Required Time Frames	14	7	6	5	7	1			